



Australian Government

Department of Education, Employment and Workplace Relations

RTD5402A Develop a strategy for the management of target pests

Release: 1

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Modification History

Not applicable.

Unit Descriptor

This competency standard covers the process of assessing pest and land management information and developing a strategic plan for the management of the pests. It requires the ability to determine land management/production objectives, estimate costs and advantages for the management units most affected, define the performance criteria for each land management/production objective, select management options for the target pests, and negotiate strategies with relevant stakeholders in the affected area. Developing a strategy for the management of target pests requires knowledge of relevant legislative and regulatory requirements, pest control methods and techniques, social and environmental issues, land use processes, plant and animal identification and pest biology.

Application of the Unit

Not applicable.

Licensing/Regulatory Information

Not applicable.

Pre-Requisites

Not applicable.

Employability Skills Information

Not applicable.

Elements and Performance Criteria Pre-Content

Not applicable.

Elements and Performance Criteria

Elements and Performance Criteria

Element	Performance Criteria
1 Determine land management/production objectives	1.1 Other land users, regional land management bodies, landcare committees and relevant stakeholders are consulted regarding regional and local objectives. 1.2 Outcomes of consultation incorporating regional and local objectives are recorded according to enterprise guidelines. 1.3 Objectives address major land uses and production activities affected by the impacts of the target pests. 1.4 Objectives relate to the problem definition and the reduction in the pest impacts and associated losses. 1.5 Objectives comply with national, State and regional strategies for land and pest management.
2 Estimate costs and advantages for the management units most affected by the target pests	2.1 The diversity of land management and production values that the target pests affect within the affected region or area is defined. 2.2 The likely costs of preferred options for control of pest populations and/or changes to land management or production activities associated with each value are documented. 2.3 The likely costs of control are compared with the impacts and losses caused by the target pests. 2.4 The management units most affected, both actually and potentially, by the target pests are defined and prioritised.
3 Define the performance criteria for each land management/production objective	3.1 Performance criteria are defined in accordance with sustainable land use principles to address target pests population levels, economic impacts and environmental impacts. 3.2 Performance criteria are realistic and measurable.

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| 4 | Select management options for the target pests | 4.1 Options for controlling pest populations and/or changing land management or production practices are assessed and documented in terms of economic factors, technical difficulty, practical feasibility, social and/or environmental acceptability. |
| | | 4.2 A range of management options are assessed in terms of current and future financial support, when control activities are to be implemented, level of target pests population reduction required, and the most suitable control methods and techniques. |
| | | 4.3 A management option is selected in accordance with sustainable land use principles, economic feasibility, integrated pest management principles, environmental acceptability, and statutory requirements for pest control. |
| 5 | Negotiate strategies with relevant stakeholders in the affected area | 5.1 The strategy is based on the definition of the problem using data from measurement of abundance and impacts. |
| | | 5.2 The strategy clearly documents the pest problem, the objectives, the prioritised management units, the performance criteria, and the most suitable management options. |
| | | 5.3 Strategies are agreed and confirmed through relevant stakeholder consultation and negotiation. |
| | | 5.4 Strategies are published and distributed to relevant stakeholders, organisations and interest groups. |

Required Skills and Knowledge

Not applicable.

Evidence Guide

What evidence is required to demonstrate competence for this standard as a whole?

Competence in developing a strategy for the management of target pests requires evidence that a costed strategy based on available data and stakeholder has been documented to industry and enterprise standards. The skills and knowledge required to develop a strategy for the management of target pests must be **transferable** to a range of work environments and contexts. This could include different regions and pests.

What specific knowledge is needed to achieve the performance criteria?

Knowledge and understanding are essential to apply this standard in the workplace, to transfer the skills to other contexts and to deal with unplanned events. The knowledge requirements for this unit are listed below:

Relevant legislative and regulatory requirements.

Environmental protection legislation.

Pest control methods and techniques.

Social and environmental issues.

Statutory requirements for pest control.

Land use processes, ecological systems and production systems.

Pest management options and strategies.

Plant and animal identification.

Pest biology.

What specific skills are needed to achieve the performance criteria?

To achieve the performance criteria, some complementary skills are required. These skills include the ability to:

Estimate costs and advantages.

Communicate, negotiate and liaise with other statutory authorities, agencies and stakeholders.

Plan.

Report and document strategies.

What processes should be applied to this competency standard?

There are a number of processes that are learnt throughout work and life, which are required in all jobs. They are fundamental processes and generally transferable to other work functions. Some of these are covered by the **key competencies**, although others may be added. The questions below highlight how these processes are applied in this competency standard. Following each question a number in brackets indicates the level to which the key competency needs to be demonstrated where 0 = not required, 1 = perform the process, 2 = perform and administer the process and 3 = perform, administer and design the process.

1. How can **communication of ideas and information** (3) be applied?

Establishing and maintaining consultation and liaison processes with stakeholders, and facilitating stakeholder meetings and discussions.

2. How can **information be collected, analysed and organised** (3)?

Establishing, directing and coordinating information collation and analysis.

3. How are **activities planned and organised** (3)?

Organising stakeholder's participation in planning activities.

4. How can **team work** (3) be applied?

Building and maintaining management team and supporting team activities.

5. How can the use of **mathematical ideas and techniques** (2) be applied?

Collating and determining significance of data.

6. How can **problem-solving skills** (3) be applied?

Analysing pest problem and exploring alternative strategic solutions.

7. How can the **use of technology (2)** be applied?

Collating data, documenting planning activities, and developing the strategic plan.

Are there other competency standards that could be assessed with this one?

This competency standard could be assessed on its own or in combination with other competencies relevant to the job function.

For information about **assessing this competency standard for consistent performance** and **where and how it may be assessed**, refer to the Assessment Guidelines for this Training Package.

Range Statement

Range of Variables

The Range of Variables defines the different contexts, work environments and parameters governing the performance of this unit of competency. The variables chosen in training and assessment will need to reflect local industry and regional contexts

What pests may be is relevant to this competency standard?	Weeds and vertebrate pests.
In what context are planning activities undertaken?	Whole-farm and sustainable land management principles.
Which types of land uses may be included?	Crown land, agricultural and horticultural properties, forestry, nature and wildlife reserves, heritage areas and recreational land.
Which relevant Federal or State legislation and local regulations may be included?	Environmental protection, noxious weeds, vertebrate pests, use of firearms (including licensing requirements and exemptions), humane treatment of animals, activities in nature reserves and heritage areas, poisons and veterinary substances, identification and reporting of suspected outbreaks of exotic disease, OHS regulations and common law principles relating to property, stock, duty of care and due diligence.
What forms of land value may be relevant?	Economic and environmental value.
Who might the other stakeholders referred to in this standard be?	Land managers in the region, recreational land users, regional land management bodies, local regulatory authorities and landcare committees.
Which measures of potential or actual impact may be included in the management units?	Biological values, agricultural values, environmental values, recreational and social values, and public health values.
What management options may be relevant?	Commercial management, crisis management, no management, local eradication and strategic management (sustained, targeted and one-off).
What strategies for controlling pest problems may be used?	Changing land management or production processes and practices (e.g., changing lambing times, changing sowing times and changing crops), modifying habitat, pasture management and pest population control

	(shooting, poisoning, trapping, mustering, relocation, fumigation, sedation, exclusion fencing, biological controls, harvesting and tagging), and weed control (poisoning, biological controls).
Which vertebrate pests may be relevant to this standard?	Kangaroo, wallaby, emu, wombat, possum, fruit bat, cockatoo/parrot, waterfowl, seagull, starlings, pigeon and other birds, goat, horse, deer, pig, camel, cat, cattle, dog, water buffalo, donkey, rabbit, red fox, brown hare, cane toads, European carp, house mouse, black rat and brown rat.
Which methods for determining vertebratepest population distribution may be used?	Animal counts (including spotlight and aerial counts, faecal counts, warren, burrow, den and nest counts), and tracking pads and feeding stations.
What might weeds include?	Economic weeds, aquatic weeds and environmental weeds.
What sorts of damage and loss caused by pests may be relevant to this standard?	Loss of pasture, loss of crops, loss of livestock, loss of native fauna, loss of native flora, soil erosion, loss of recreational and social amenity, reduction in water quality, increased incidence of disease vectors and reduced tourism.
For more information on contexts, environment and variables for training and assessment refer to the Sector Booklet.	

Unit Sector(s)

Not applicable.